

The following message was posted by Paul Birtel in #announcements at 1:26 PM ET on Dec 28, 2020.

Hello MAGFest Staff,

We appreciate the patience and understanding that the community has extended to MAGFest leadership during this time. We want to share some organizational changes with you all and plan to share more in the coming weeks.

As of today, Debra, the previous Events Director, is no longer an employee of MAGFest. The volunteers Ian and Shir have been temporarily banned from staffing MAGFest. Josiah has been removed as leader of STOPS and is suspended pending the outcome of the current SAFE subcommittee investigation.

In addition, over the next few months, we will be re-evaluating our HR needs as the scope of the position has vastly changed since it was formally established.

While we can't share details of the reasons behind these staff changes, these decisions were not because of their involvement in the Friends of MAGFest or its website.

Although the Friends of MAGFest website, burn letters, and utilization of MAGFest owned communication channels was inappropriate, the Board of Directors recognizes that the existing policies were not clear enough with respect to participation in public grievances. As such, it was decided that those participants would not be removed from the organization, and instead we will seek to utilize a neutral mediation through [CRC Mediation](#) that was referred to us by the SAFE subcommittee.

Moving forward, MAGFest will be updating policies to include language with respect to the unauthorized and inappropriate utilization of MAGFest owned communication channels by any individual at any level of the organization, "inappropriate use" would include things like public attacks, shaming, demanding resignations, and other destructive behavior. Any individuals found to be involved in these types of communications will be immediately terminated from MAGFest no matter their role within the organization. This cycle of MAGRiots is not healthy and represents a fundamental need for change. Part of that is to clearly define what is and isn't appropriate, and that also includes a great deal of self reflection that will be required throughout the organization to determine and implement the changes that are needed in our community. With that said, we will be making some announcements over the next few weeks regarding some big changes happening at the board level, including some likely resignations and adding new temporary members to the Board of Directors to help shape how the board looks and operates moving forward. We want you, the community, involved in those discussions and would like to solicit your input and feedback when we make those announcements.

This has been a trying year for everyone. The organization continues to face enormous challenges, but the Board and I are committed to weathering these trying times and come out a

stronger organization. You, the community, is what makes MAGFest amazing and we can't do it without you. I would like to create a new culture within MAGFest that is more collaborative, supportive, and more solution driven than ever before. I also am committed to a culture where people make mistakes and that we should welcome members back into the community after they take some time away.

We understand there is hurt that comes with hearing news that friends and leaders of this community will be stepping away, so if you feel the need to step away for any period of time, we respect your decision and will welcome you back with open arms when you are ready. Those who choose to depart the organization, we hope do so with respect to those who wish to remain. We ask that anyone who wishes to resign to use [THIS FORM](#). For those remaining, I hope you feel encouraged to step up and fill in some new roles to help us shape a healthier MAGFest. We plan to provide more updates at our next Fireside chat (1/5/21). Please use [this link](#) if you want to submit questions for it ahead of time. If you would like to schedule a time to discuss this further, please email bod@magfest.org and we'll set up a time to talk.

Sincerely,
Paul Birtel